"I Don't Hate the Classroom!" - Enabling the Classroom!

Presented by

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The Classroom Under Attack:

1. We're given less time to teach.
2. We're given more information to teach.
3. Because of the amount of information that needs to be "covered" more of what the classroom does best (i.e. Feedback, remediation, practice) is being pushed out.
4. The rate at which information changes is moving beyond the pace at which standard ISD practices and deliverables can keep up.
5. Fewer professionally trained Trainers are leading classrooms with more Adjunct or SME's taking their place. These individuals lack the skills to manage all that's outlined above.

Risk 1: Forgetting after Learning
Response – Embrace the discipline of Performance Support (On the job performance)
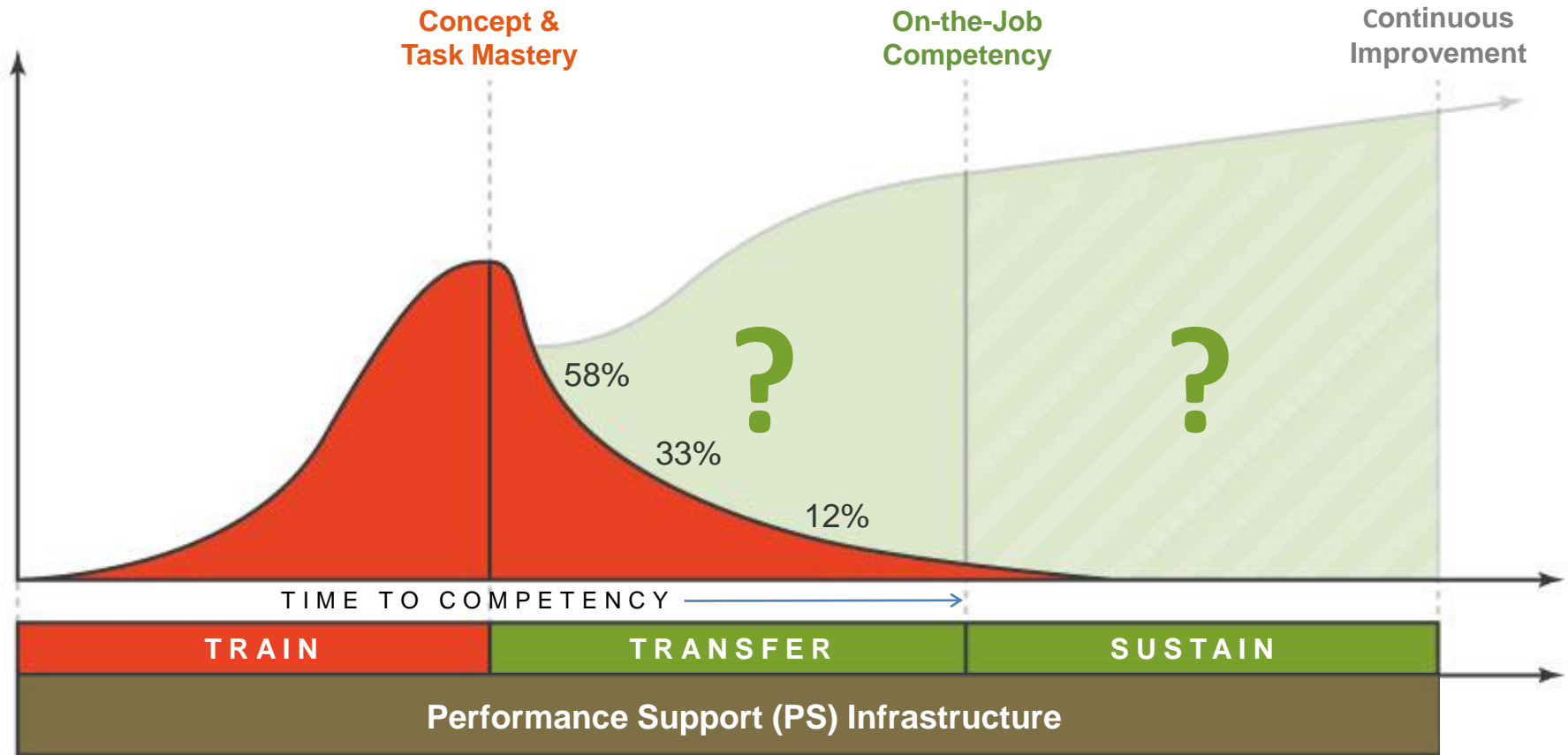
Risk 2: Time required to achieve and sustain competent on-the-job performance
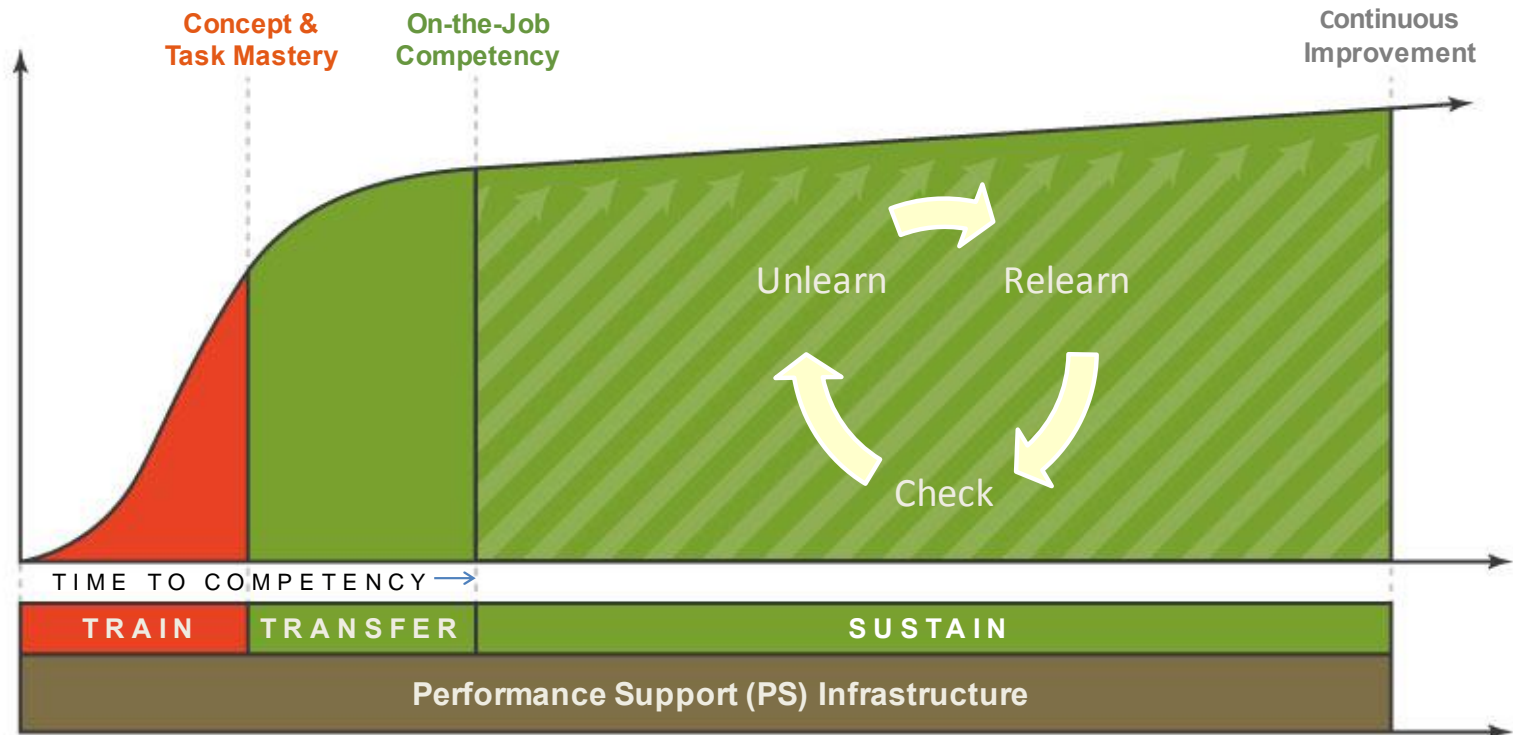
Risk 2: Time required to achieve and sustain competent on-the-job performance

Response – Embed Performance Support **into the workflow** and into the Classroom

Capability – Develop Embedded Performance Support Solutions (EPSS)

Orchestrated set of technology enabled services that provide on-demand access to

integrated information, guidance, advice, assistance, training, and tools

to enable high-level job performance

with a minimum of support from other people.

Gloria Gery

Risk 2: Time required to achieve and sustain competent on-the-job performance

Response – Embed Performance Support **into the workflow** and into the Classroom

Fundamental Principles of Instruction

Present Content

Discuss

Showing How

Practice with Feedback

Review

For YEARS Training and eLearning has suffered from the "Cover it" promise

We can fix this! Here's how…

Risk 2: Time required to achieve and sustain competent on-the-job performance

Response – Embed Performance Support **into the workflow** and into the Classroom

Fundamental Principles of Instruction	5 Day Course: Traditional ISD "ADDIE" Approach
	1000 + slides **33 slides per hour** **(1.8 minute per slide)**
Present Content	**80%**
Discuss	**10%**
Showing How	**05%**
Practice with Feedback	**05%**
Review	**0%**

Risk 4: Wasted learning time

Response – Develop Integrated Learning Experience and Performance (LEaP) Solutions

You stop working to learn

The Degree Work is Interrupted by Learning

Learn while you do the work

- We should push learning as deeply into the actual workflow as we can.
- We must enable learning while people do the work of the organization.

In the actual workflow

Outside the actual workflow

Degree Learning is Embedded in Flow of Work

Risk 4: Wasted learning time

Response – Develop Integrated Learning Experience and Performance (LEaP) Solutions

You stop working to learn

eLearning

ILT

Blended Training

The Degree Work is Interrupted by Learning

OTJ Training

Adaptive Learning

VILT

Information EPSS

OTJ Coaching

Learn while you do the work

Workflow EPSS

Effective Performance On the Job

In the actual workflow

Outside the actual workflow

Degree Learning is Embedded in Flow of Work
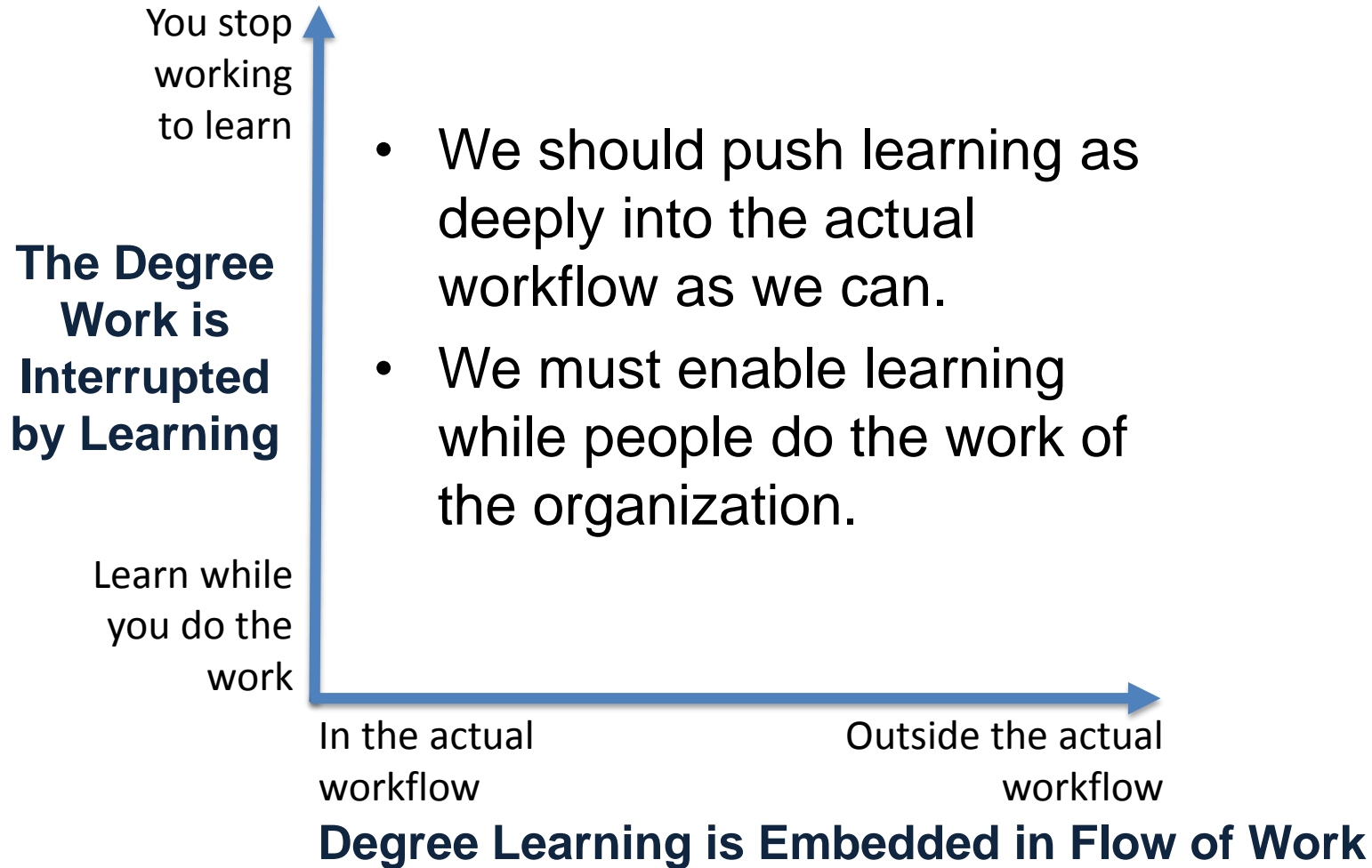
Risk 4: Wasted learning time

Response – Develop Integrated Learning Experience and Performance (LEaP) Solutions

Capability - Push Learning into the workflow

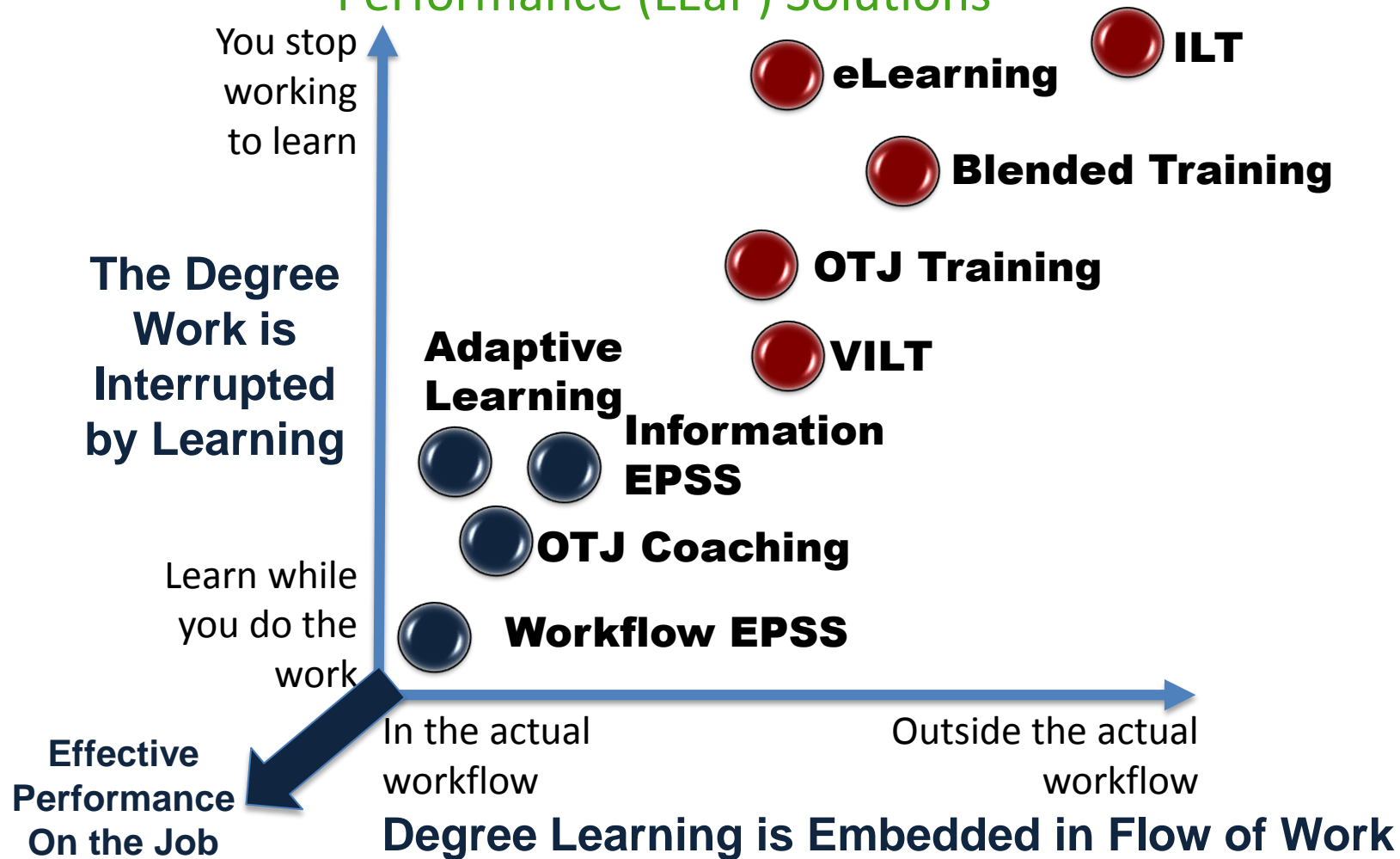| Minimal Impact	Moderate Impact	Significant Impact	Catastrophic Impact
Decreased but recoverable efficiencies in performing the work.	Limited (but noticeable) impact on the success of the situation.	Requires sizable commitment to repair or has lasting consequences.	Creates a major problem for employees, clients or the organization.
• The consequences, impacts and outcomes are negligible. • There could be some initial decrease in workflow efficiencies and/or increase in workload, but the consequence does not last for a long time.	• The event may impact the attitudes and workload of yourself and others. • If there is a reputation or monetary loss, it would have moderate or temporary harm, damage or loss to the organization.	• Significant client or colleague harm would occur with potentially permanent consequences. • Work environment and/or culture would be adversely impacted. • Relationships between employees and with clients would be compromised.	• Irreparable/ permanent damage and loss or harm to the organization, and its reputation, would occur. • Professional status of organization, and its ability to fulfil its mission would be compromised. • Long-term damage to relationships between employees and clients would occur.

EPSS

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Risk 4: Wasted learning time

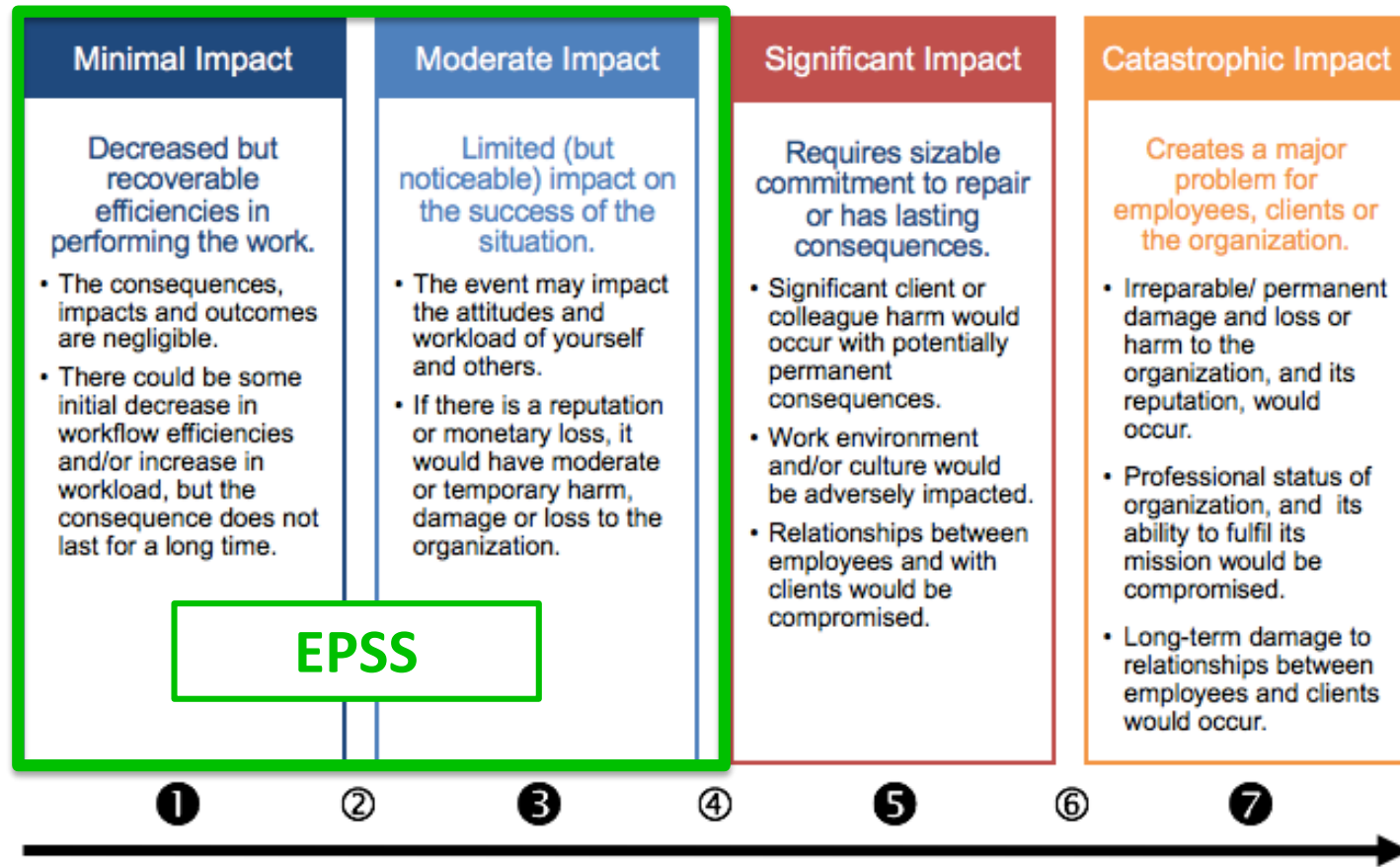Response – Develop Integrated Learning Experience and Performance (LEaP) Solutions

Capability - Target skills that have a critical impact of failure

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EPSS

Classroom eLearning Coaching AND EPSS

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